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ABSTRACT

Little has been studied or written about promising practices and programs that seek to train, recruit, and retain Latino and other minority teachers. This bibliography aids that research by providing educational scholars and practitioners with references to articles and books that have been written in the areas of assessment; certification; methodology, pedagogy, and curriculum; recruitment, retention, supply, and demand; and teacher preparation and staff development. The bibliography contains more than 400 sources published between 1983 and 1990. The materials include fugitive documents (unpublished conference papers, keynote addresses, program descriptions, and other materials as well as works identified through three major bibliographic databases: Educational Resources Information Center (ERIC), The Education Library, and U.S. Government Publications. Tables are included which provide statistical information on the number of citations on topics covered in the bibliography that were found in searches of the three databases and among fugitive documents. Also given are statistics on the number of documents with Latino content. (IAH)

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THE EDUCATION OF TEACHERS

A Bibliography

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To carry out its mission, the Center conducts studies, produces reports, disseminates findings, promotes discussion, develops programs, and presents viewpoints and recommendations on vital issues and challenges facing the Latino community.

The Center is dedicated to the memory of one of its founders, Tomás Rivera (1935 - 1985), distinguished educator, prizewinning writer, and chancellor of the University of California, Riverside.

The Education of Teachers

A Bibliography

Compiled by
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Introduction

Little has been written about innovative teacher preparation programs, and few data have been collected to evaluate their effectiveness. This is especially true of programs that retain and recruit Latino and other minority teachers. Since most of these promising programs have been adopted recently, they have not yet generated information or literature to share with other institutions seeking to restructure their curriculum.

Information gathered by The Tomás Rivera Center from major institutions producing Latino teachers indicates that practices such as early identification and assessment, consistent counseling, development of meaningful relations between teachers and students, careful monitoring of student progress, and fostering learning communities are important elements that distinguish teaching programs that are effective from those that are not. Although promising, these practices and the programs that implement them have yet to be studied in-depth.

This bibliography aids that research by providing educational scholars and practitioners references to articles and books that have been written in the areas of assessment; certification; methodology, pedagogy, and curriculum; recruitment, retention, supply, and demand; and teacher preparation and staff development. By doing so, this work aims to encourage research in these areas and to support the efforts being made to train, recruit, and retain more Latino teachers.

I. Methodology

This bibliography identifies the educational material contained in three major bibliographic databases: ERIC, The Education Library, and Government Publications. All three are available on electronic databases (CD-ROM) and contain abstracts categorized by topic and subject. ERIC, which deals only with educational issues, contains both published and unpublished documents. The Education Library lists abstracts of books by topics and subjects. Government Publications contains documents published by government agencies on educational and other issues. Also included in the bibliography are fugitive documents; these include conference papers, keynote addresses, descriptions of educational programs, and other unpublished literature (see Table 1). Although their bibliographic information is sometimes incomplete, these works were included because they supplement and enhance the offerings of the published literature.

To assist the interested reader, the names of abbreviated data sources are provided at the end of each entry. The abbreviations are (ED), Education Library; (ERIC), ERIC; (FD), fugitive documents; and (GD) government documents.

The databases were searched for works published between 1983 and 1990 in the broad areas of assessment, recruitment, teacher preparation, and certification. Assessment includes standardized tests of students and teachers. Recruitment includes the process of targeting Latino students for teacher education programs in institutions of higher education and is linked with the supply of and demand for prospective teachers. Teacher preparation refers to pre-service and in-service programs that prepare teachers and teacher candidates to teach culturally diverse children. Certification spans issues that affect the ability of students to finish teacher preparation programs and to be placed and retained as teachers. (The complete list of identifiers used to search each database is provided in the Appendix.)

II. Description of the Databases

The following description of the three databases consulted is based on *Computer readable databases: A directory and data source-book, 1990.* Computer-readable databases are categorized by words, numbers, and visual or audio images. They can be distributed via compact disc or stored on a computer and reached by a computer network. This search used a word-oriented database. The three

systems consulted are all stored on Compact Disc Read-Only Memory or CD-ROMs, and any library with a computer-readable database that carries the Education Library, ERIC, or Government Publications database can consult these works.

All of these databases contain abstracts for source entries. For simplicity purposes, they are not included in this bibliography but can be accessed as discussed below.

The Education Library

The Education Library, formerly known as the Education Materials in Library, or EMIL, contains bibliographic and cataloging information on works dealing with educational issues (see Table 2 for the subjects covered). The abstracts included in this database originate from various sources, including the On-line Union Catalog, the Library of Congress, and the Dewey Decimal systems of classifying books and other works. The approximately 450,000 abstracts, which date back to 1501, are updated annually. Sources include books, journals, newspapers, audiovisual materials, recordings, videocassettes, archival materials, manuscripts, filmstrips, microfilms, and slides. The abstracts present the following information: OCLC record number, title, author, Library of Congress call number, Dewey Decimal call number, government document, report number, publication date, contents, language, publisher, place of publication, type of document, intellectual level, geographic area covered, notes, series, and subject heading.

The Educational Resources and Information Clearinghouse

The Educational Resources and Information Clearinghouse, or ERIC, is a major educational database containing citations and abstracts from education literature, including descriptions of educational programs and projects and innovative research in the areas of educational attainment and curriculum (see Table 3 for the subjects covered). The system also includes information on child development, classroom techniques, computer literacy, counseling, assessment, school administration, social studies, and urban and adult education. Abstracts are taken from the Current Index to Journals in Education (CIJE) and Resources in Education (RIE) systems. Entries date back to 1966, and abstracts are updated monthly. The 650,000 abstracts in the system contain the following information: title of the article, author, author affiliation, address, title of the journal, number of the volume and issue, page numbers, date of publication, type of document, abstract, and language.

Government Publications

The Government Publications database presents works published by the U.S. Government Printing Office (see Table 4). Abstracts dating back to 1976 are updated monthly and contain the following information: Government Printing Office number, subject, title, author, agency, corporate source, date of publication, stock number, availability, and note on the contents.

III. The Bibliographic Findings

Issues that affect Latino teachers, students, and education lack sufficient research and documentation. When the identifier *Chicano* was used to search the Government Documents database, for example, only seven abstracts surfaced for the past nine-year period. This dearth of material may be due, in part, to the shortage of Latino teachers. Reasons given for this scarcity are varied: the pool of Latinos graduating from college is small; the recruitment of Latino teachers is minimal; standardized examinations bar many Latinos from entering teaching; and some teacher certification programs do not help place and retain qualified minority students in teaching positions. The following bibliography is organized by these and other educational issues. The entries included are not characteristic of any one

database, and no type of entry was found in just one database. That is, abstracts on teacher preparation programs were not searched solely in Government Publications, and abstracts dealing with recruitment were not found solely in ERIC. A general search was conducted throughout the databases on all topics.

Although in no way conclusive, this bibliography highlights general approaches being used to increase the pool of teachers qualified to teach ethnically diverse students, including the Latino student population, which is a growing factor. To teach all students effectively, schools must develop culturally sensitive curricula and teaching practices, and they must train their teachers and staff, both current and prospective, to use them. Educating all Americans is vital to this country's future, and efforts to do so are long overdue.

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Beckum, Leonard C. 1981. *Accommodating diversity: An assessment of teacher training needs in newly desegregated schools.* San Francisco, Calif.: Far West Laboratory for Educational Research and Development. (GD)

Blake, Richard H. 1983. Assessment of inquiry competencies in a performance-based teacher education program, October. (ERIC)

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Bradley, Bob. 1985. *The question of teacher testing.* Little Rock, Ark.: University Relations, University of Arkansas, Little Rock. (ERIC)

Brinlee, Patricia. 1990. Overview of the assessment component of the California new teacher project. Paper presented at the annual meeting of the American Educational Research Association, Boston, Mass., 16-20 April. (FD)

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Brubaker, Mary, and Joanne Allman. 1983. The impact of Georgia's performance-based teacher certification program on the supervisory tasks of assessment and staff development for beginning teachers. Master's thesis in educational development, Florida State University, Tallahassee. (GD)

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Tables

Table 1. Citations Contained in Fugitive Documents

Descriptor	*Number of Citations*	*Number with Latino Content*
Assessment	11	0
Certification	36	0
Chicano or Latino	2	2
In-service	8	0
Mexican American	2	2
Minority	4	1
Recruitment	13	0
Teacher preparation	163	2
Performance-based	1	0
Teacher testing	4	4
Total	244	11

Table 2. Citations Contained in the Education Library

Descriptor	*Number of Citations*	*Number with Latino Content*
Alternative certification	0	0
Assessment	21	0
Basic skills	88	0
Career counseling	1	0
Education partnerships	5	0
English as a second language	142	17
In-service	2,839	0
Mexican American	57	57
Recruitment	8	
Supply and demand	80	0
Teacher, performance-based	0	0
Teacher preparation programs	66	1
Testing	5	0
Total	3,312	75

Table 3. Citations Contained in ERIC

Descriptor	*Number of Citations*	*Number with Latino Content*
Assessment	18,586	3
Alternative certification	46	0
Basic skills	4,201	0
Career counseling	1,304	1
Certification	2,978	2
Chicano	241	241
In-service	816	4
Partnership	1,483	0
Performance-based	107	0
Pre-service	203	0
Professional development	2,918	0
Recruitment	3,537	4
Supply and demand	1,060	0
Certification	1,363	0
Preparation	1,088	11
Testing	82	1
Total	40,013	267

Table 4. Citations Contained in Government Documents

Descriptor	*Number of Citations*	*Number with Latino Content*
Basic skills	53	0
Bilingual education	320	27
Career counseling	0	0
Chicano	7	7
Education partnerships	0	0
English as a second language	18	4
In-service	285	0
Mexican American	17	17
Minority	1,493	24
Performance-based	0	0
Staff development	43	0
Certification	4	0
Recruitment	1	0
Supply and demand	15	0
Teachers	1,001	0
Total	3,257	79

Appendix

Appendix. Descriptors Used in The Education Library, ERIC, and Government Documents

THE EDUCATION LIBRARY

Ability testing
Attitudes, Mexican Americans
Basic education
Biculturalism
Bilingualism
Career counseling
Career development
Certification
Children of migrant laborers
College dropouts
Colleges of education
Community colleges
Community schools
Competency-based educational tests
Consultation on teacher supply and demand
Continuing careers
Curriculum planning
Dropouts
Education, bilingual
Education, equalization
Education, higher
Education, secondary
Education, tests and measurements
Education, tests and measurements, ethnic attitudes
Evaluation, teaching of
Examinations
Group counseling
Hispanic Americans
In-service training
Industry and education
Intercultural education
Interns (education)
Junior colleges
Language
Language and education
Linguistics
Main-streaming in education
Mexican American, agricultural laborers
Mexican American, attitudes
Mexican American children
Mexican American women
Mexican descendants
Minorities
Native languages and education
Personnel services
Professional socialization
Questioning teachers
Rating of criterion, reference tests
Rating of prediction of teacher success
Recruiting
Rural schools
School integration
School management
Selection and appointment
Social condition
Spanish speaking
Standards, teachers
State-approved teacher preparation programs
Students, foreign Study and teaching
Supply and demand
Teacher, assessment
Teacher, certification
Teacher, certification requirements
Teacher, colleges
Teacher, in-service
Teacher, rating
Teacher, salaries
Teacher, standards
Teacher, testing
Teacher, training
Teaching, study and teaching (graduate)
Texas Education Agency report
Training of English language
Urban schools
Vocational counseling
Vocational education
Women, agricultural laborers

ERIC

Academic achievement
Academic education
Accreditation
Accrediting agencies
Acculturation
Achievement tests
Affirmative action
Alternative conception
Aptitude tests
Barrios
Basic skills
Basic skills criterion
Beginning teachers
Bilingual students
Bilingual teachers
Career change
Career counseling
Career ladders
Chicano studies
Chicanos
Class organization
Class size
Classroom observation
Classroom techniques
Code of fair testing practices in education
College administration
College planning
College student needs
Community colleges
Community relationships

Community studies
Competency tests
Comprehensive tests of basic skills
Concept formation
Constructivism
Consultation
Content-area writing, teaching methods
Continuing education
Cooperative programs
Corporate support
Counseling effectiveness
Course content
Cross-cultural training
Cultural awareness
Cultural context Cultural difference
Cultural education
Cultural enrichment
Cultural literacy
Cultural pluralism
Culture conflict
Curriculum development
Declining enrollment
Developmental programs
Developmental psychology
Developmental studies program
Early childhood recognition
East Los Angeles College
Economics
Education majors
Education, read tests
Education, classroom techniques
Educational change
Educational improvements
Educational legislation
Educational policies
Educational test use
Educational testing
Educational trends
Employment patterns
Employment projections
Empowerment
English as a second language
Environment profiles
Equal education
Ethnic bias
Ethnic groups
Ethnic stereotypes
Ethnography
Evaluating utilization
Evaluation criteria
Evaluation methods
Experimental learning
Extended degree programs
Faculty development
Females
Field experience programs
Foundation of education
Fused curriculum
Futures of society
Government-school relationships
Graduate students
Graduate studies
High-risk students
High schools
Hispanic Americans
Humanistic education
Immigrants
Incentives
Intercultural programs
Interdisciplinary approach
Intergroup relations
Interpretation test theories
Job training
Labor force productivity
Language
Language teachers Latin Americans
Leadership objectives
Learning motivation
Long-range planning
Main-streaming
Mastery testing programs
Mentors
Merit pay
Mexican American history
Mexican Americans
Migrant programs
Minority group
Minority group teachers
Minority groups
Multicultural education
National assessment of educational reading
National competency tests
National surveys
New Mexico
Personality theories
Predictor variables
Pre-service teacher education
Problem-solving
Professional development
Professional development, salaries
Professional recognition
Program development
Program effectiveness
Psychological educational methods
Racial factors
Racial identification
Reduction in force
Reentry workers
Regional programs
Remedial instruction
Research needs
School holding power
School size
School support
Schools of education
Second language acquisition
Second language instruction
Secondary school students
Selective admission
Self-concept
Skills
Social adjustment
Social behavior theory
Social change
Social history
Social integration

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Socioeconomic influence
Spanish Americans
Standardized examinations
Standardized tests
State licensing boards
State standards
Student attrition
Student experience
Student needs
Student placement
Student recruitment
Student retention predictor variables
Student subculture
Student teachers Student teaching
Study skills
Teacher background
Teacher burnout
Teacher certification
Teacher characteristics
Teacher effectiveness
Teacher evaluation
Teacher expectations
Teacher motivation
Teacher qualification testing
Teacher qualifications
Teacher recruitment
Teacher selection
Teacher shortage
Teacher socialization
Teacher supply and demand
Teacher training
Teachers influence
Teachers models
Teachers response
Teachers responsibility
Teaching a second language
Technological advancement
Tejanos
Test bias
Test interpretation, pre-service teacher
Test validity
Testing problems
Testing programs
Tests, reliability
Texas
Theory-practice relationship
Title VII
Transitional programs
Trend analysis
Two-year colleges
Undergraduate student
Unions
Urban education
Urban educators
Values, education
Vocational education
Vocational evaluation
Writing skills

GOVERNMENT PUBLICATIONS

Academic achievement
Adult education
Adult education teacher, certification, U.S.
Afro-American children, U.S language
Chicano
Children of immigrants
Computer software, handbooks and manuals
Demonstration centers in education
Dropouts
Education, bilingual
Education, bilingual, California
Education, rural, U.S.
Education, study and teaching, U.S.
Education, urban
Educational tests and measurements
English language, study and teaching, foreign speakers
Faculty integration, California
Faculty integration, U.S
Federal aid to higher education, U.S
Follow-up teacher training
Functional literacy
Hispanic American children
Hispanic American youth
Hispanic Americans, employment, California
Intercultural education
Language arts teachers, U.S.
Language transfer
Main-streaming in education, U.S.
Mathematics teachers, U.S., supply and demand
Mexican Americans, basic education
Mexican Americans, U.S.
Microcomputers, handbooks and manuals
Minorities in the profession, California
Minorities in the profession, U.S.
National Board for Teaching Standards
Peer review, U.S.
Rural schools
School integration
Science teachers, U.S., supply and demand
Second language acquisition
State aid to education
Teacher certification
Teacher certification, U.S.
Teachers aids and devices
Teachers, attitudes research, U.S.
Teachers, California, selection and appointment
Teachers colleges, U.S., accreditation
Teachers, in-service training, U.S.
Teachers, morale
Teachers, rating of
Teachers, satisfaction
Teachers, training of, U.S.
Teachers, U.S., selection and appointment
U.S. social policy
United States foreign speaking
Vocational education, U.S. congress
Vocational teachers

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